

The Standardized Program Evaluation Protocol (SPEP™):

Service Score Results: Baseline

Name of Program and Service: Abraxas - Leadership Development Program - Individual Counseling

Cohort Total: 131

SPEP ID: 74-T1

Selected Timeframe: Apr. 1, 2013 – Sep. 1, 2014

Date(s) of Interview(s): Jul. 30, 2014, Aug. 14, 2014, Dec. 19, 2014

Lead County & SPEP Team Representatives: Tracie Davies, Lehigh Co. & Lisa Freese, EPISCenter

Person Preparing Report: Lisa Freese

Description of Service: *This should include a **brief** overview of the service within the context of the program, the location and if community based or residential. Indicate the type of youth referred, how the service is delivered, the purpose of service and any other **relevant** information to help the reader understand the SPEP service type classification. (350 character limit)*

All clients at LDP receive individual counseling. Upon admission a client is assigned a primary counselor. The primary counselor meets weekly with each client for a one hour session during the school day. The 1st week the primary counselor establishes a rapport with the client and goes over their history in preparation for their Individualized Service Plan (ISP). The ISP Family Conference is held around the 3rd week from admission. The family and assigned Probation Officer are invited to attend. The ISP conference typically lasts one hour and during this meeting goals are created through information obtained by the Youth Level of Service (YLS) and focus on 4 areas: 1. Leadership; 2. Clinical; 3. BARJ; 4. Family, and 5. Independent Living (which is optional). These goals function as part of the individual sessions. During individual sessions these goals are addressed along with behavior, education/vocation and special clinical issues.

Also the Sanctuary Model (SELF) and the 6 Phases provides the counselors with a guideline for the individual sessions. These six phases based on clinical process although some overlap with behavior; serve as the 6 steps of effective intervention. This is a guide for level of progress; assessed through behavioral and clinical (2 measures) progress. Phase advancement meetings are held monthly and include the counselor and youth, with the clinical supervisor's review of progress. Phase 1: Clarification: being truthful, coming clean with everything. Phase 2: Ownership: understanding why. Phase 3: thinking errors and correctives. Phase 4: cyclical patterns, triggers, results of certain feelings, understanding. Phase 5: Balanced and Restorative Justice/ victim awareness. Phase 6: planning and honoring, develop a plan to not follow cyclical pattern; honoring family and themselves and future behavior. Youth complete approximately one phase per month; if they achieve phase 6 and level 5 they receive the Commitment to Change Award. Once the goals of the ISP are complete, hourly sessions still continue. Youth can also complete counselor request forms (non structured sessions) and they can create a self treatment plan. The ISP plan is updated monthly and includes clinical assignments: be a unit leader, homework, presentations, etc. There are other meetings held beyond the monthly ISP review to amend treatment goals based on need. Motivational interviewing techniques are used during all individual counseling sessions.

The four characteristics of a service found to be the most strongly related to reducing recidivism:

1. **SPEP™ Service Type:** Individual Counseling

Based on the meta-analysis, is there a qualifying supplemental service? No

If so, what is the Service type? There is no qualifying supplemental service

Was the supplemental service provided? n/a Total Points Possible for this Service Type: 10

Total Points Earned: 10 Total Points Possible: 35

2. **Quality of Service:** Research has shown that programs that deliver service with high quality are more likely to have a positive impact on recidivism reduction. Monitoring of quality is defined by existence of written protocol, staff training and supervision, and how drift from service delivery is addressed.

Total Points Earned: 20 Total Points Possible: 20

3. **Amount of Service:** Score was derived from examination of weeks and hours each youth in the cohort received the service. The amount of service is measured by the target amounts of service for the SPEP service categorization. Each SPEP service type has varying amounts of duration and dosage. Youth should receive the targeted amounts to have the greatest impact on recidivism reduction.

Points received for Duration or Number of Weeks: 0

Points received for Dosage or Number of Hours: 0

Total Points Earned: 0 Total Points Possible: 20

4. **Youth Risk Level:** The risk level score is compiled by calculating the total % of youth that score above low risk, and the total % of youth who score above moderate risk to reoffend based on the results of the YLS.

97 youth in the cohort are Moderate, High or Very High YLS Risk Level for a total of 10 points

22 youth in the cohort are High or Very High YLS Risk Level for a total of 5 points

Total Points Earned: 15 Total Points Possible: 25

Basic SPEP™ Score: 45 total points awarded out of 100 points. Compares service to any other type of SPEP therapeutic service. (eg: individual counseling compared to cognitive behavioral therapy, social skills training, mentoring, etc.)

Note: Services with scores greater than or equal to 50 show the service is having a positive impact on recidivism reduction.

Program Optimization Percentage: 60% This percentage compares the service to the same service types found in the research. (eg: individual counseling compared to all other individual counseling services included in the research)

The SPEP and Performance Improvement

The intended use of the SPEP is to optimize the effectiveness of reducing recidivism among juvenile offenders. Recommendations for performance improvement are included in the service feedback report, and these recommendations are the focus of the performance improvement plan, a shared responsibility of the service provider and the local juvenile court. The recommendations for this service included in the feedback report are:

1. Youth admitted to LDP should be in the service for no less than 25 weeks.
2. Residents should receive no less than 30 hours of counseling over the approximate 6 month time frame.
3. Staff may want to consider discussion with placing agencies regarding duration. This will likely result in county specific protocols for duration, assuming some counties will choose to adhere to the SPEP target of 25 weeks, where others will not.
4. LDP administrators should ensure that the Youth Level of Service results are available upon admission for every delinquent youth. Youth with high or moderate risk levels should be targeted.

The Standardized Program Evaluation Protocol (SPEP™):

Service Score Results: Reassessment

Name of Program and Service: Abraxas Youth and Family Services-Leadership Development Program-Individual Counseling

Cohort Total: 142/133 Risk Level

SPEP ID: 74-T02

Timeframe of Selected Cohort: Jan. 1, 2017 - Mar. 31, 2019

Date(s) of Interview(s): Nov. 2, 2018 & Mar. 8, 2019

Lead County & SPEP Team Representatives: Tracie Davies, Lehigh Co., Stacey Wellman, Franklin Co., Lisa Freese, EPISCenter

Person Preparing Report: Lisa Freese

Description of Service: *This should include a **brief** overview of the service within the context of the program, the location and if community based or residential. Indicate the type of youth referred, how the service is delivered, the purpose of service and any other **relevant** information to help the reader understand the SPEP service type classification. (500 word limit)*

The Abraxas Leadership Development Program (LDP) is an 88 bed residential program for male and female youth, ages 13 to 18 who are court committed, following an adjudication of delinquency. Referrals are accepted from all 67 counties in Pennsylvania, West Virginia, Maryland and The District of Columbia. Successful completion of the program is approximately 6 months, however, stays can range from 4-8 months. Established in 1994, staff work with youth to instill leadership skills, training and other activities, including leadership positions and responsibilities. Individual Service Plans (ISP) include goals, services, daily groups and family conferences; pro-social skills and vocational training through PACTT affiliation and restorative justice through restitution and community service. The Leadership Development Program also operates on the philosophy of trauma informed. Part of the curriculum includes the Leadership Experiential Adventure Program (L.E.A.P.). L.E.A.P. provides experiential learning opportunities, adventure-based programming, community service, restitution, vocational programming, and workforce development opportunities.

All youth at LDP receive Individual Counseling. Upon admission, a youth is assigned a primary counselor that meets weekly with them for a minimum of 70 minutes during the school day. The Individualized Service Plan (ISP) Family Conference is held around the 3rd week from the date of admission. The family and assigned Probation Officer are invited to attend. During this meeting, goals are created through information obtained by the Youth Level of Service (YLS). Goals are addressed in the individual sessions. During individual sessions these goals are addressed along with behavior, education/vocation and special clinical issues. Also, the Sanctuary Model (SELF) and the 6 Phases provides the counselors with a guideline for the individual sessions. These six phases are based on clinical process, although there is some overlap with behavior; they serve as the 6 steps of effective intervention. This is a guide for level of progress; assessed through behavioral and clinical (2 measures) progress. Phase advancement meetings are held monthly. Once the goals of the ISP are complete, 70-minute sessions continue. Youth can also complete counselor request forms (non-structured sessions) and they can create a safety plan. The ISP plan is updated monthly and includes clinical assignments such as be a unit leader, homework, presentations, etc. There are other meetings held beyond the monthly ISP review to amend treatment goals based on need. Motivational interviewing techniques are used during all individual counseling sessions.

The four characteristics of a service found to be the most strongly related to reducing recidivism:

1. **SPEP™ Service Type:** Individual Counseling

Based on the meta-analysis, is there a qualifying supplemental service Yes

If so, what is the Service type? There is no qualifying supplemental service

Was the supplemental service provided? n/a

Total Points Possible for this Service Type: 10

Total Points Earned: 10

Total Points Possible: 35

2. **Quality of Service:** Research has shown that programs that deliver service with high quality are more likely to have a positive impact on recidivism reduction. Monitoring of quality is defined by existence of written protocol, staff training and supervision, and how drift from service delivery is addressed.

Total Points Earned: 10

Total Points Possible: 20

3. **Amount of Service:** Score was derived from examination of weeks and hours each youth in the cohort received the service. The amount of service is measured by the target amounts of service for the SPEP service categorization. Each SPEP service type has varying amounts of duration and dosage. Youth should receive the targeted amounts to have the greatest impact on recidivism reduction.

Points received for Duration or Number of Weeks: 2

Points received for Dosage or Number of Hours: 2

Total Points Earned: 4 Total Points Possible: 20

4. **Youth Risk Level:** The risk level score is compiled by calculating the total % of youth that score above low risk, and the total % of youth who score above moderate risk to reoffend based on the results of the YLS.

122 youth in the cohort are Moderate, High or Very High YLS Risk Level for a total of 10 points

41 youth in the cohort are High or Very High YLS Risk Level for a total of 10 points

Total Points Earned: 20 Total Points Possible: 25

Basic SPEP™ Score: 44 total points awarded out of 100 points. Compares service to any other type of SPEP therapeutic service. (eg: individual counseling compared to cognitive behavioral therapy, social skills training, mentoring, etc.)

Note: Services with scores greater than or equal to 50 show the service is having a positive impact on recidivism reduction.

Program Optimization Percentage: 59% This percentage compares the service to the same service types found in the research. (eg: individual counseling compared to all other individual counseling services included in the research)

The SPEP™ and Performance Improvement

The intended use of the SPEP is to optimize the effectiveness of reducing recidivism among juvenile offenders. Recommendations for performance improvement are included in the service feedback report, and these recommendations are the focus of the performance improvement plan, a shared responsibility of the service provider and the local juvenile court. The recommendations for this service included in the feedback report are:

Individual Counseling scored a 44 for the Basic Score and a 59% Program Optimization Percentage. The Basic score represents a decrease of 1 point from the initial SPEP™ assessment. The POP score represents a decrease of 1 percentage point from the initial SPEP™ assessment. It was classified as an Individual Counseling service type. There are no qualifying supplemental services. The quality of service was found to be at a Medium Level. It is worth noting that the LDP administrators reported an unusually high amount of staff turnover since the baseline assessment. This has impacted the quality of service given the need to train staff quickly to maintain service delivery. For Amount of Service, 29% of the youth received the recommended targeted weeks of duration, and 28% of the youth received the recommended targeted contact hours for this service type. The risk levels of youth admitted to the program were: 8% Low Risk, 61% Moderate Risk, and 31% High Risk. The service could improve its capacity for recidivism reduction by addressing the following recommendations:

1. Quality of Service Delivery

a. Written Protocol

- i. Ensure that the Counselor Handbook is provided to all LDP Counselors. Staff could acknowledge receipt of the manual by signing a document that verifies that they have received a copy.

b. Staff Training

- i. LDP staff would benefit from training on Motivational Interviewing.
- ii. Create a training checklist specific to topics related to Individual Counseling and document when staff receive the trainings/booster trainings.
- iii. Assure that all supervisors also receive the training related to Individual Counseling; that is provided to the LDP Counselors.

c. Organizational Response to Drift

- i. Create or provide evidence of policies that address drift from delivery of individual counseling.
- ii. Document that the policy is utilized and include specific, corrective action steps that should be taken if drift occurs.
- iii. Ensure that supervisors or administrative staff are reviewing feedback from youth and/or data collected on individual counseling to improve its effectiveness.

2. Amount of Service

a. Duration

- i. Collaborate with juvenile probation departments to increase duration to 25 weeks of service.

b. Dosage

- i. Continue to target 70-minute sessions for each youth at the LDP.